# FY2004 Strategic Plan Iowa Commission on the Status of Women

Iowa Department of Human Rights Lucas State Office Building -- Des Moines, Iowa 50319 June 20, 2003

## **Vision Statement**

The Iowa Commission on the Status of women (ICSW) envisions full participation by women in the economic, political and social life of the state.

## **Mission Statement**

The ICSW promotes equality for Iowa women through study and recommendations for legislative and administrative action, public information and education, and development of programs and services.

## **Core Functions**

Advocacy

## **Internal Assessment**

## **Strengths:**

- Established by statute (Chapter 216A).
- Nine citizen members (plus four legislators and DHR director, ex officio) meet six times per year to determine policy and program.
- Four staff members (including one federal grant funded) carry out the Commission's program and policy.

## Weaknesses:

- Only four staff members.
- ICSW budget reduced by 25 percent during the last two fiscal years.
- See the 31st Annual Report by the ICSW, dated February 1, 2003, at www.state.ia.us/dhr/sw.

### **External Assessment**

## **Opportunities:**

- Women are included in the rights of persons section of the Iowa Constitution.
- ICSW collaborates with multiple agencies and organizations to address women's issues.
- The Code of Iowa has been reviewed for gender bias.
- Women have gained legal rights in Iowa through the legislative process.
- Iowa mandates gender balance on state boards and commissions.

## **Threats:**

- Iowa women in 2002 earned 76 percent of what men earned.
- 64 percent of Iowa women earned \$25,000 or less; 66 percent of Iowa men earned \$25,000 or more in 1999.
- In 2001, 11 percent of high school principals and less than 6 percent of superintendents were female.
- Less than 25 percent of female high school students through 2001 took advanced computer courses.
- Iowa is one of three states that have never had a female member of Congress or Governor.
- In 2003, 32 of the 150 legislators are female; down one from 2001-2002.
- Despite the opportunities, women still do not participate fully in the social, economic or political life of the state. See ICSW's Status of Iowa Women Report, 7<sup>th</sup> Edition.

## Goal: We will study and recommend legislative and administrative action to the Governor and General Assembly to address equity issues for women.

## **Strategies:**

- Administer public hearing annually
- Submit proposals for legislative and administrative changes or study to the Governor and General Assembly annually, including issues of aging and long-term care, economics, education, equality, health, insurance, justice, violence against women, and welfare
- Lobby in support of proposals

## **Measures:**

• Per cent of bills enacted that reflect ICSW positions.

## Goal: We will provide information and education on issues of equity for women to the general public.

## **Strategies:**

- Edit and distribute publications on women's rights, electronically and in hard copy
- Edit and distribute IoWoman newsletter, electronically and by mail
- Administer Iowa Women's Hall of Fame, Write Women Back Into History Essay Contest, and Cristine Wilson Medal for Equality and Justice annually

## **Measures:**

- Total number of publications distributed
- Number of participants at ICSW events

## Goal: We will develop programs and services to address issues of equity for women.

## **Strategies:**

- Provide information and referral
- Administer Iowans in Transition grants
- Administer grants for training on issues of violence against women
- Participate in collaborative activities benefiting women in Iowa
- Administer Challenge Grant for girls at risk in the juvenile justice system

### **Measures:**

- Number of women served by category of need
- Percent of Iowans in Transition who enter post-secondary education or training having received pre-employment services funded by the ICSW
- Percent of persons trained through the Challenge Grant training as good or excellent